

HEALTH & PRODUCTIVITY MANAGEMENT: MAXIMIZING HUMAN CAPITAL AND ENHANCING SOLDIER READINESS

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The Question:

How does Soldier health impact productivity while on duty?

“A 7% net reduction in work impairment [due to health issues] equates to a salary-equivalent value of \$36 to \$91 per employee per week..” (salary range: \$20K - \$50K)

Meizer, E., Casale, T., et al, Ann Allergy Asthma Immun, 1999; 83:311



Sub-optimal health causes both **absenteeism** and “**presenteeism**.”

What is Presenteeism?

Presenteeism is being on duty (at work) but not performing at an optimum level.

“The audit estimated a loss of more than 2.8 million work hours annually from..[colds and flu, headaches, back pain, fatigue and ‘sad or blues’ feelings, digestive problems, arthritis, and allergies]... or the equivalent of nearly 1500 full-time workers... **60% of this time was from presenteeism.**”

Dr. John J. Mahoney, Corporate Medical Director and Global Health Care Management Director, Pitney Bowes

How Big is the Problem?

“A 2003 study put the total tab for work absence and **reduced work performance** by persons with depression at \$31 billion, more than twice the direct medical cost...”

Sean Sullivan, President & CEO, Institute of Health & Productivity Management



Health and Productivity Management (HPM) Addresses Presenteeism

The goal of HPM is to:

“...reduce Soldier (employee) total health-related costs, including medical expenditures, unnecessary absence from duty (work), and lost performance at work (presenteeism).”

Institute of Health & Productivity Management

How does HPM address Presenteeism?

HPM considers healthy human capital as a force asset. Health is a primary factor in efficient and effective performance. A healthy force is a ready force.

HPM is a strategy that can be used to identify and deliver services that enhance the performance of our Soldiers.

HPM integrates:

- Wellness and prevention
- Chronic disease management
- Occupational health and safety
- Disability management
- Organizational health



HPM Links Force Health and Mission Accomplishment

- The health of each Soldier affects readiness and organizational performance.
- Overall force readiness is the ability to deploy and accomplish the mission.
- HPM is a valuable tool that can be used to maximize force readiness and on-duty productivity.

“Definition of pain: the feeling one experiences when you have to explain that health costs are going up 18% for the 5th year in a row, workers’ comp costs are accelerating, workplace absence is up and **per/employee productivity is down.**”

Dr. Jeremy Nobel, Harvard School of Public Health

Interested in participating in a pilot study?

USACHPPM is seeking potential sites to participate in a pilot study to examine the impact of specific occupational health concerns on workplace productivity. Contact Ms. Kate Neufeld for more information: katharine.neufeld1@us.army.mil